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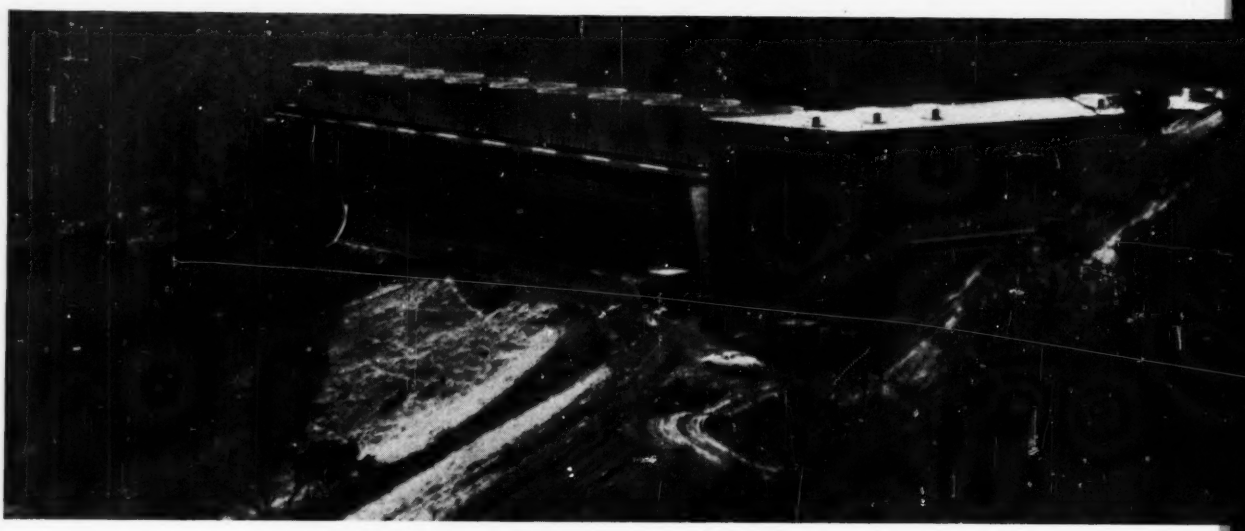

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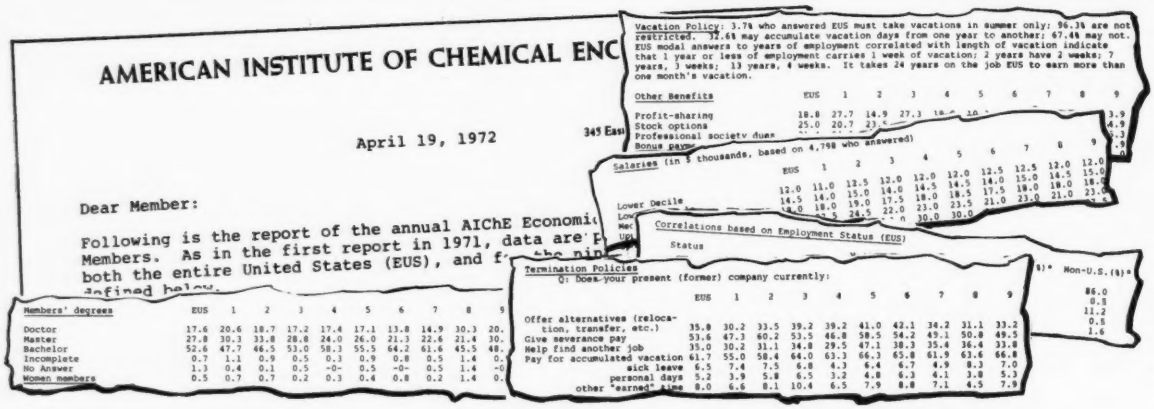

AMERICAN INSTITUTE OF CHEMICAL ENG

April 19, 1972

Dear Member:

Following is the report of the annual AIChE Economic
Members. As in the first report in 1971, data are p
both the entire United States (EUS), and f
defined below.

Members' degrees	EUS	1	2	3	4	5	6	7	8	9
Doctor	17.6	20.6	18.7	17.2	17.4	17.1	13.8	14.9	30.3	20.
Master	27.8	30.3	33.8	28.8	24.0	26.0	21.3	22.6	21.4	30.
Bachelor	52.6	47.7	46.5	53.0	58.3	55.5	64.2	61.6	45.5	48.
Incomplete	0.7	1.1	0.9	0.5	0.3	0.9	0.8	0.5	1.4	0.
No Answer	1.3	0.4	0.1	0.5	-0-	0.5	-0-	0.5	1.4	-0
Women members	0.5	0.7	0.7	0.2	0.3	0.4	0.8	0.2	1.4	0.

Vacation Policy: 3.7% who answered EUS must take vacations in summer only; 96.3% are not restricted. 32.6% may accumulate vacation days from one year to another; 67.4% may not. EUS modal answers to years of employment correlated with length of vacation indicate that 1 year or less of employment carries 1 week of vacation; 2 years have 2 weeks; 7 years, 3 weeks; 13 years, 4 weeks. It takes 24 years on the job EUS to earn more than one month's vacation.

Other Benefits	EUS	1	2	3	4	5	6	7	8	9
Profit-sharing	18.8	27.7	14.9	27.3	18.2	20.				3.9
Stock options	25.0	20.7	23.5							4.9
Professional society dues										3.3
Bonus pay										7.8

Salaries (in $ thousands, based on 4,798 who answered)

	EUS	1	2	3	4	5	6	7	8	9
Lower Decile	12.0	11.0	12.5	12.0	12.0	12.0	12.5	12.5	12.0	12.0
Low	14.5	14.0	15.0	14.8	14.5	14.5	14.0	15.0	14.5	15.0
Med	18.0	18.0	19.0	17.5	18.0	18.5	17.5	18.0	18.0	18.0
Upp	24.5	24.5	24.5	22.0	23.0	23.5	21.0	23.0	21.0	23.0
	30.0	30.0	30.0	30.0	30.0	30.0				

Correlations based on Employment Status (EUS)

Status

Termination Policies

Q: Does your present (former) company currently:

	EUS	1	2	3	4	5	6	7	8	9
Offer alternatives (relocation, transfer, etc.)	35.8	30.2	33.5	39.2	39.2	41.0	42.1	34.2	31.1	33.2
Give severance pay	53.6	47.3	60.2	53.5	46.8	58.5	54.2	49.1	50.8	49.5
Help find another job	35.0	30.2	31.1	34.8	29.5	47.1	38.3	35.4	36.4	33.8
Pay for accumulated vacation	61.7	55.0	58.4	64.0	63.3	66.3	65.8	61.9	63.6	66.8
sick leave	6.5	7.4	7.5	6.8	4.3	6.4	6.7	4.9	8.3	7.0
personal days	5.2	3.9	5.8	6.5	3.2	4.8	6.3	4.1	3.8	5.9
other "earned" time	8.0	6.6	8.1	10.4	6.5	7.9	8.8	7.1	4.5	7.9

)* Non-U.S. (§)*

	86.0
	0.8
	11.2
	0.5
	1.6

Continuing employment/salary surveys give statistical insight into employment condition among Ch.E.'s

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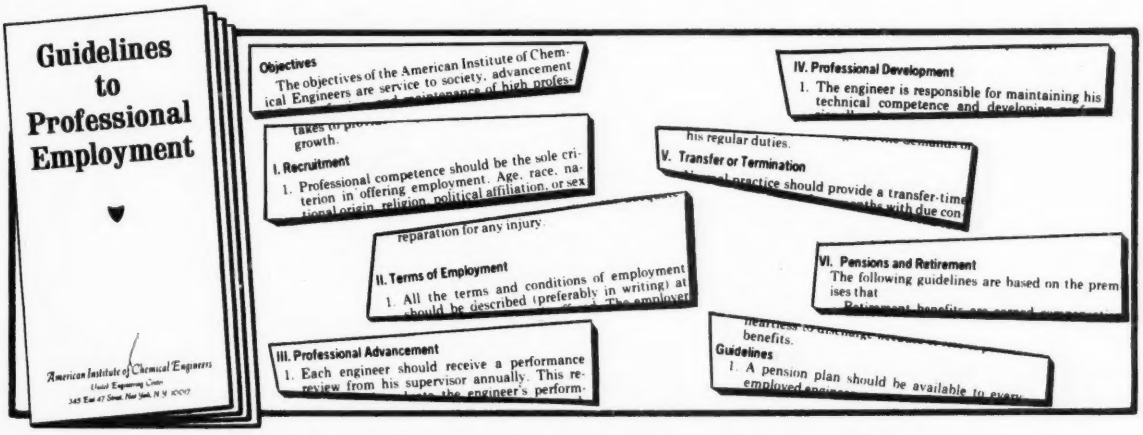
Guidelines to Professional Employment
American Institute of Chemical Engineers
Objectives
The objectives of the American Institute of Chemical Engineers are service to society, advancement
I. Recruitment
1. Professional competence should be the sole criterion in offering employment. Age, race, na-
II. Terms of Employment
1. All the terms and conditions of employment
III. Professional Advancement
1. Each engineer should receive a performance review from his supervisor annually. This re-
IV. Professional Development
1. The engineer is responsible for maintaining his technical competence and develop
V. Transfer or Termination
VI. Pensions and Retirement
The following guidelines are based on the prem
Guidelines
1. A pension plan should be available to every

Guidelines have also been published in booklet form and distributed to industry.

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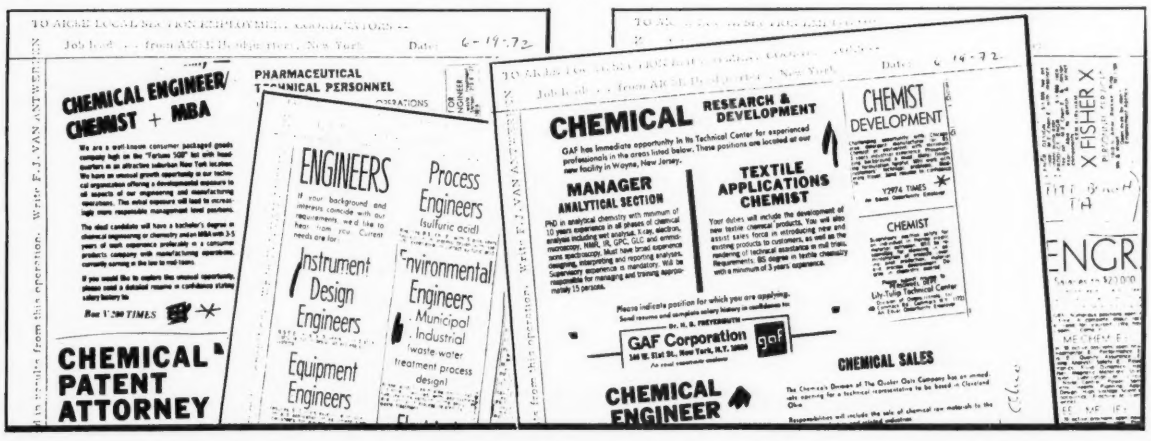

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